

MINUTES OF REGULAR MEETING OF JANUARY 26, 2004

The regular meeting of the Los Angeles County Commission for Women was held on January 26, 2003 in Room 830 of the Kenneth Hahn Hall of Administration, 500 West Temple Street, Los Angeles, California.

President Jernigan called the meeting to order at 10:12 a.m., followed by introductions. The following Commissioners were present for roll call:

President Jernigan
Treasurer Lesser
Commissioner Cooperman
Commissioner Creary
Commissioner Davalos
Commissioner Mummey
Commissioner Rodriguez

PRESIDENT'S REPORT

- She reported that the 5K Run/Walk Scholarship Reception held on January 13 was a great success. The girls and their parents in attendance were grateful and found the orientation very informative. One of the scholarship awardees, Maria Guerrero, presented the Commission with a book entitled Quotable Women – A Celebration. Commissioner Mummey stated she watched the Board presentation on television the next evening and it looked very impressive.
- She attended the California State Democratic Convention held on January 18 in San Jose.
- She attended the Louisiana to Los Angeles Organization's 16th Annual Scholarship Mardi Gras Ball held on January 24 at the Radisson Hotel in Culver City.
- She read a letter from Vice President Mariajimenez stating that she presented the Commission's \$500 donation and a gift basket from Neighborhood Legal Services to Betty Fisher, Director of Haven Hills Shelter, on January 21, 2004.

TREASURER'S REPORT

Treasurer Lesser reported on the expenditures for the month of December 2003. The beginning balance for December was \$31,076.17; the expenditures were \$564.38; and the ending balance was \$30,511.79. The January 2004 budget is \$5,085.29.

**PRESENTATION BY DENNIS TAFOYA, DIRECTOR, LOS ANGELES COUNTY
OFFICE OF AFFIRMATIVE ACTION COMPLIANCE**

Dennis Tafoya, Director, Los Angeles County Office of Affirmative Action Compliance (OAAC), introduced his staff in attendance, Marcus Castro, Barbara Petite, and Angel Triola.

(Commissioners Carpenter-McMillan and Becerra-Jones joined the meeting.)

Mr. Tafoya then reported the following on gender equity in the County of Los Angeles:

- The mission of the OAAC is to ensure County Government compliance with Equal Employment Opportunity/Affirmative Action, the Americans with Disabilities Act (ADA), and Living Wage Contract Compliance. The OAAC also provides employees with the skills to value diversity and to increase their sensitivity to diversity issues that negatively impact productivity.
- There are six distinct units in the OAAC: Employment Discrimination Investigation, American's with Disabilities Compliance Program, Sheriff's Equity Investigations, Affirmative Action/Diversity Programs, County Mediation and Contract Compliance.
- Out of a workforce of nearly 90,000 employees in the County, 58% are women. Since 1999 the County has seen an increase in employment of women in most all areas, including supervisory positions. However, women continue to be underutilized in executive management, technical and sworn positions within the Sheriff's and Fire Departments. Of the 34 department heads, only 8 are women.
- In the Sheriff's Department, there has been some progress in the number of women in sworn positions. Since 1999, the number of women holding the rank of Lieutenant has doubled to 18%. In a significant change, in January 2003, Sheriff Baca contracted with the OAAC to handle all of their employment discrimination complaints.
- In the Fire Department, even though the number has doubled since 1999, there are only 18 women fire fighters.
- Countywide, the number of Employment Discrimination complaints has increased from 581 in 1999 to 802 in 2003. The predominant complaints filed are sexual harassment and sex discrimination. Most complaints are filed internally which gives the County an opportunity to resolve them quickly with corrective measures to minimize liability.
- The OAAC has put several proactive initiatives in place for prevention of sexual harassment and employment discrimination. Their office has provided training in sexual harassment, employment discrimination and diversity to over 53,900 employees. In addition, the OAAC sponsors the annual Multi-Cultural Conference, the largest in the nation. The 6th Annual Conference will be held on March 31-April 1, 2004.

After a question and answer period, President Jernigan thanked Mr. Tafoya for his informative presentation and presented him with a gift from the Commission.

APPROVAL OF THE MINUTES OF JANUARY 12, 2004

On motion of Treasurer Lesser, seconded by Commissioner Creary, and unanimously carried, the minutes of January 12, 2004, were approved.

AWARDS LUNCHEON PLANNING SUBCOMMITTEE REPORT

Commissioner Susan Carpenter-McMillan, Chair of the Awards Luncheon Committee, thanked staff for their work in planning the luncheon. Commissioner Carpenter-McMillan reported that Kaiser Permanente has agreed to be a \$2500 Diamond Sponsor. She also reported that all of the Awardees have been contacted by formal letter and with congratulatory phone calls. The invitations are being printed and should return to the Commission's office by Friday, January 30, 2004 for distribution.

REPORT ON 5K SCHOLARSHIP PRESENTATION AND ORIENTATION

In the absence of Commissioner Duba, the report on the 5K Scholarship Presentation and Orientation will be placed on the February 9, 2004 agenda.

CONSIDER PURCHASE OF FOUR TICKETS TO THE LOS ANGELES NATIONAL ASSOCIATION OF WOMEN BUSINESS OWNERS (NAWBO) 2004 ANNUAL HALL OF FAME AWARDS LUNCHEON

On motion of Treasurer Lesser, seconded by Commissioner Creary and unanimously carried, the Commission approved the purchase of four tickets at \$150 each for a total cost of \$600 to the Los Angeles National Association of Women Business Owners (NAWBO) 2004 Annual Hall of Fame Awards Luncheon to be held on March 19, 2004 at the Beverly Hilton Hotel. President Jernigan will purchase an additional ticket from the President's Fund. Commissioner Creary urged that Commissioners fulfill their commitment to attend any events that have been paid for by the Commission.

COMMITTEE REPORTS

Health Committee

Commissioner Creary spoke on the ongoing issues at King/Drew Medical Center. She also reported that the Office of Women's Health Cervical Cancer Breakfast was very informative and requested that the Acting Director of the Office be invited to a Commission meeting to give an update on their status. The next Domestic Violence Subcommittee meeting will be on February 9, 2004 at 9 a.m. in Room 830 and the next Health Committee meeting will take place on March 22, 2004 at 9 a.m. in Room 830.

Older Women's Issues Committee

Commissioner Mummey reported that planning for the July Older Women's Conference continues and she will provide more information once it becomes available.

5K Run/Walk Subcommittee

Treasurer Lesser reported on behalf of Commissioner Duba that she would like staff to prepare a report on the administrative costs associated with planning the 5K Run/Walk event. Commissioner Duba will meet with executives of Northrop Grumman in early February to seek their support for the 6th Annual Run/Walk to be held on September 18, 2004.

COMMUNITY OUTREACH

There was none.

PUBLIC COMMENT

There was none.

MATTERS NOT POSTED ON THE AGENDA

There were none.

ADJOURNMENT

The meeting adjourned at 11:50 a.m.

ATTENDANCE

COMMISSIONERS

Ruth Jernigan, President
Charlotte Lesser, Treasurer
Yolanda Becerra-Jones
Susan Carpenter-McMillan
Roslyn Cooperman
Ruth Creary, Ph.D.
Karin Davalos
Janet Mummey
Olivia Rodriguez

EXCUSED

Yvonne Mariajimenez, Vice President
Reiko Duba
Bonnie J. Lewis
Lila Morgan
Barbara Perkins

UNEXCUSED

Sophia Esparza

COUNTY REPRESENTATIVES

Khanh Nguyen, Executive Office
Jim Corbett, Executive Office
Gene Romig, Executive Office
Twila Kerr, Executive Office
Audra Galang, Executive Office
Charles Hill, Executive Office
Dennis Tafoya, Office of Affirmative Action Compliance
Angel Triola, Office of Affirmative Action Compliance
Marcus Castro, Office of Affirmative Action Compliance
Barbara Petite, Office of Affirmative Action Compliance